



## **Loughton and Great Holm Parish Council Equality Policy**

Loughton & Great Holm Parish Council will provide equality of access through good practices; and actively promote fair treatment and opportunity, regardless of a person's age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, gender, sexual orientation.

Our equality aim is to engage, think, plan and act to ensure accessibility and equality for everyone, every day.

### **1. Policy Objectives**

The council will achieve its aim through the following objectives:

1.1 Eliminating discrimination within the Parish by having due regard to equality in all its significant and relevant decisions.

1.2 Providing equality of access to the Council's services by having annual access audits.

1.3 Providing fair employment and equal pay by strengthening our policies and practices: recruitment and selection; training conditions of service; and professional development and grievances.

1.4 Ensure all local people are encouraged to participate by ensuring all sections of the community are part of our engagement.

We will consider taking steps to ensure equality in terms of

- Use of community facilities
- Awareness building and fostering of good community relations
- Events that build "belonging" in our Parish

### **2. Responsibilities**

Loughton & Great Holm Parish Council seeks to eliminate discrimination both in the workplace and within the whole community and will develop the council's services, so they are provided in fair and equitable manner. The following are specific responsibilities:

- All Councillors should have due regard to the elimination of discrimination, the advancing equal opportunities and the fostering of good community relations in all their work, decisions and reviews
- All employees working for the council will work to achieve the objectives outline in this policy and develop appropriate procedures and plans.

Everyone associated with the council; council employees and people who work for the council (whether volunteers, temporary staff or working for a partner) will conduct themselves in a manner that maintains the council's reputation on equalities and accessibility while carrying out a council function and at other times when their actions could reflect on the council's reputation.

### **3. Review**

Loughton & Great Holm Parish Council will review this policy on a four-year basis (next in 2022) to ensure that it is meeting its objectives.